

Date Change for 2005 TODSTWD Event

By Misty Ross, TODSTWD Committee Chair

This year the nation will be celebrating Take Our Daughters and Sons to Work Day (TODSTWD) on April 28, 2005. This important day is dedicated to facilitating a discussion between children and their parents in regard to the delicate balance between family life and career.

The Ms. Foundation for Women has been organizing the national TODSTWD event for over 10 years, and this year's national theme is *Sharing Power and Possibility*.

The ICSEW has historically been charged with hosting or supporting Washington State's TODSTWD event for all state employees. While recognizing the importance of a national date, the 2005 TODSTWD Committee has also acknowledged the importance of Washington State's Washington Assessment of Student

Learning (WASL) testing. After much discussion and research, it has been decided that **Washington State will observe TODSTWD on May 19, 2005** in order to avoid any conflict with WASL testing.

With the support of Governor Gregoire, plans are already underway for an event in Olympia including Washington State employees and their children. Although details are still being worked out, the day promises to be an educational and fun event for parents and children alike.

The committee is also available as a resource for any agencies or individual offices that wish to hold their own event. Please contact Misty Ross at rossmal@dshs.wa.gov with any questions or concerns.

Look for more articles on the 2005 TODSTWD event in the May/June and July/August 2005 issues of the *InterAct*.

Cell Phone Donations Reportable to IRS

By Jan Ward Olmstead, Health and Wellness Committee Chair

Thank you for donating your wireless phones to the ICSEW Cellular Phone Recycle Drive. Cell phones donated to the ICSEW are delivered to Verizon Hopeline which supports non-profit organizations committed to combating domestic violence, providing emergency relief, and supporting health and education initiatives.

Verizon deletes all personal information from the phones. They are then refurbished for use, recycled in an environmentally appropriate manner, or are sold with proceeds directed to Hopeline. Verizon donates airtime and distributes phones nationally to domestic violence programs, the National Coalition Against Domestic

Violence, and local government and law enforcement agencies for domestic violence victims. Phones serve as a link to emergency or support services or as a private connection to employers, family, and friends.

Your donation can be self-reported to the IRS. Please complete the following information and keep it for your records:

1. ICSEW c/o the Office of Financial Management (ID# 91-6001089).
2. Number of phones donated.
3. Date of donation.
4. Value of items (phones, batteries, cords).

Thank you, and if we can help save even one life, it is all worthwhile!



By Vicki Rummig, ICSEW Chair

Exciting things continue to happen for the ICSEW. Our big news is an upcoming meeting with Governor Christine Gregoire. Vice Chair Dianna Gifford, Take Our Daughters and Sons to Work Day (TODSTWD) Chair Misty Ross, and myself will meet with the Governor on March 8, 2005.

We have a long list of items to discuss including reviewing Executive Order 89-09 that created the ICSEW to determine if the duties and membership still align with what the state needs today.

We will recommend changing the make-up of the committee to ensure the available representative and alternate vacancies are filled by those who have a true interest in serving and supporting the ICSEW.

We are also looking for direction on the future of the ICSEW, themes and preferences for the 2006 conference, and plans for the 2005 TODSTWD event. It is our hope that this discussion will set themes for future meetings and events and lead to ideas for a redesign of the ICSEW logo. Keep your eyes open for more information on the 2005 TODSTWD event and the 2006 conference.

In January the general membership discussed the need and purpose of the ICSEW. Based on the question,

"Should the ICSEW be expanded to include men?" the general membership discussed what our purpose is as a women's organization. The resounding conclusion was that we needed the ICSEW.

Important points from the discussion included:

- Members felt there were issues unique to women in state government.
- Members have experienced unfair labor practices based on gender.
- Members acknowledged many issues are not unique and affect both men and women.
- Members perceived there is still a "glass ceiling" in state government.
- Members needed the support of a women's network and the safe place of the ICSEW to express needs and issues.
- The ICSEW needs more focus on networking, support, encouragement, mentoring, self-development, and self-empowerment.
- Members were interested in learning how to become a strong woman leader.
- The ICSEW needs to be more involved in public policy.

The bottom line is that while an organization specific to women is needed in Washington State, we support the needs of men, acknowledge the issues we share, and welcome everyone to our events.

Please feel free to share your thoughts on the ICSEW by e-mailing me at vicki.rummig@ofm.wa.gov.

Tsunami Relief: What You Can Do

If you are a state employee who is interested in helping the victims of the tsunami in South Asia, you may make donations through the Combined Fund Drive (CFD). Visit their Web site at <http://hr.dop.wa.gov/cfd/>. The Giving Station, the CFD's online donation system, lists more than 60 agencies under the category of Disaster Relief and Emergency Assistance. Go to <http://hr.dop.wa.gov/cfd/CharityGuide04/cat6set.htm> for more information. The CFD home page also offers instructions on how to designate payroll deduction contributions to these organizations.

To find a list of response organizations that allow you to make direct contributions to relief efforts, visit https://www.charity.org/news/indian_ocean.php. You can also visit the USA Freedom Corps Web site at <http://www.usafreedomcorps.gov/>, the nationwide private donation campaign co-chaired by former Presidents Bush and Clinton.

ICSEW Event Information

March 4, 2005 - "Develop Your Professional Image to Get Where You Want to Go" by Ms. Kathy Bote'. Training class held at the Office of the Attorney General in Lacey, Washington.

March 23, 2005 - "How to Do More, Better, Faster" by Ms. Kathy Bote'. Training class held at the Office of the Attorney General in Lacey, Washington.

March 25, 2005 - "How to Ignite Energy and Motivation for Success" by Ms. Sandra Smith. Training class held at the Office of the Attorney General in Lacey, Washington.

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Take Our Daughters and Sons to

Work Day

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Battle for Suffrage, 1848-1920

The ICSEW is proud to present the final article in a series of articles on the woman suffrage movement in America.

Found at www.pbs.org

In 1919 an amendment for suffrage passed both houses of Congress. But it was later stalemated for ratification in the southern states. Many Southerners believed that white supremacy would be threatened if women, with their emotional susceptibility to the unfortunate, were to gain the vote.

The National American Woman Suffrage Association (NAWSA) and the National Women's Party (the successor of the Congressional Union) tenaciously continued to campaign and in 1920, Tennessee was the last state to ratify. The Nineteenth Amendment had the immediate result of granting 26 million women, half the nation's population, the right to vote.

The 1920s saw the demobilization of the country after World War I and the rise of a consumer and leisure-oriented society. These two factors contributed to foster a less hospitable decade for political reform. The number of women in the workplace continued to rise, but very slowly.

Much more, the nature of this work was white collar, such as typing, sales, and stenography, and reserved largely for white women only. Although women continued to be politically active, it was not with the single-minded fervor which the campaign for the vote had given them.

While suffrage did not produce the immediate results hoped for by its supporters nor did it include minority women in the successes it did affect, it did lay the groundwork for future women to seek out a life of independence and public activity.

Women would gradually come to realize the power of their citizenship and their vote. The Nineteenth Amendment, in the legacy of the Fourteenth Amendment and its granting of citizenship to blacks, and as a predecessor of the Civil Rights Law of the 1960s, was another stepping stone in the fight for America's promise of equal rights for all.

Women such as Eleanor Roosevelt were awakened to a new level of political consciousness by their right to vote. Suffrage greatly facilitated their efforts to lead public lives and to inspire others.

Grants Available

Fifty-thousand dollars is available to Thurston County organizations that provide services impacting chronic disease. The Thurston County Healthy STEPS funding opportunities are:

Walking Partners Projects and Walkable Places Assessment & Action Projects: Developed to support walking as a means to build physical activity into daily life.

Healthier Youth--Out-of-School Time Enrichment Projects: Developed to support the ability of area children to make healthier lifestyle choices around physical activity.

Healthy STEPS Community Partner Projects: Developed to increase collaboration between the Thurston County STEPS to a Healthier US project and community organizations to support healthier behaviors or healthier environments.

Contact Mary Ann O'Garro at 360-786-5581 x17038# for more information.

--Submitted by Eva Coblentz,
Department of Financial Institutions

What's for Lunch? Good Health and Learning

Dr. Cass Ingram, author of *How to Eat Right and Live Longer*, says, "Children eat their weight in a year or so in various food additives, artificial sweeteners, and sulfites. It's no surprise they are plagued with various ailments." So what does the doctor say you should put in your child's lunch box?

Peanuts/Peanut butter. This tasty staple has essential fatty acids necessary for promoting normal brain function and development. It's best to use a brand with minimal additives.

Hard boiled eggs. Eggs provide much needed protein for a child's growing body and strengthens the immune system.

Yogurt with honey. Give your child a dose of plain yogurt, known to enhance the digestion of other foods, with a honey known to have antibiotic qualities.

Soups with spices. Soup can be warming, and spices such as rosemary, oregano, cumin, and sage have antimicrobial properties defending against cold and flu.

Sweet potato chips. Sweet potato chips are a great source of vitamin A, calcium, iron, and vitamin C. They are a great alternative to greasy potato chips.

Grapes. This fun finger food is best bought dark skinned as they are the most nutrient dense. Grapes contain large amounts of disease-fighting bioflavonoids.

Hummus. Made with pureed chickpeas, hummus is a great dip for children. It has both calcium and magnesium for building strong bones as well as B6 and iron.

Dr. Cass Ingram is one of the world's leading experts in natural remedies and is the author of 14 books including the new, *Natural Cures for Killer Germs*. For more information on his books and remedies call 1-800-243-5242.

--Reprinted with permission from
North American Herb and Spice magazine.

--Submitted by Julie Sjoholm,
Washington State Gambling Commission

ICSEW Cell Phone Drive

Put Your Old Cell Phones to Good Use to Help Save Lives

The ICSEW conducts an ongoing "recycle your cell phone with rechargeable battery and cords drive." Donated cell phones are delivered to Verizon Hopeline which supports non-profit organizations committed to combating domestic violence, providing emergency relief, and supporting health and education initiatives.

Verizon donates airtime and distributes phones nationally to domestic violence programs, the National Coalition Against Domestic Violence, and local government and law enforcement agencies for domestic violence victims.

Send your old phones to Jan Ward Olmstead (Health Care Authority) at mailstop 42721 or deliver them to the Health Care Authority's front desk at 676 Woodland Square Loop SE, Lacey, Washington.

For more information contact Jan Ward Olmstead at 360-923-2803 or jolm107@hca.wa.gov.

Kawasaki's One Year Later

By Julie Sjöholm

Last spring, my son was diagnosed with Kawasaki's disease. Kawasaki's is an uncommon, serious illness and only about 3000 cases are diagnosed annually in the United States. If left untreated, Kawasaki's is the most common cause of heart disease in children born without any birth defects.

Kawasaki's disease was first described in the 1960s in Japan by Dr. Kawasaki. Kawasaki's is the inflammation of blood vessels including vessels of the heart and coronary arteries. Although there is no known cause for the disease, many experts believe it is related to a viral infection.

Kawasaki's occurs in all racial and ethnic groups, usually affects children under the age of 5 years (diagnosis in adults is rare), and is more common in boys. There is no known way to prevent the disease, but the risk from permanent heart damage increases if a child is not treated within the first 10 days of illness.

Once the diagnosis is made, children are admitted to the hospital and receive intravenous gamma globulin (IVIG) treatment along with high doses of aspirin that will continue for several months.

The disease responds quickly and dramatically to the IVIG, usually within 24 hours. However, there is a 2 per-

cent casualty rate due to complications of coronary vasculitis.

There is not a test available to determine if your child has Kawasaki's, so the diagnosis is based on symptoms. If your child has the presence of five of the following seven findings, contact your physician immediately:

- Fever up to 104° for at least 5 days with little or no response to medication.
- Red eyes without discharge.
- Enlarged lymph nodes and swelling of the neck.
- A red, non-blistered rash that will blanch (fade) to the touch.
- Swelling of the hands and feet followed by peeling of the skin.
- Changes to the mucous membranes of the mouth such as red, swollen, and cracked lips and tongue; red throat; and/or a white coating on the tongue with raised, red bumps known as "strawberry tongue."
- Extreme irritability (sometimes prompting your physician to do a spinal tap to rule out meningitis).

Luckily, my son was able to receive the necessary treatment for Kawasaki's and, after a stressful 6 month recovery process, he has gotten a clean bill of health. He shows no signs of permanent heart damage though he visits the cardiologist bi-annually for follow up.

Women Leaders in State Government Valerie Gerst, Office of the Insurance Commissioner

By Carolyn Benard

The resolutions we hoped to jot down or the lifestyle changes we re-focused on seem to become slowly fading priorities after a few months into the new year. It's easy to start with lofty goals of self-improvement and let them slide come spring.

Valerie Gerst sets an example for effective, sustainable health and wellness. Jan Olmstead, ICSEW Health and Wellness Committee Chair, recommended that I interview Valerie for some insight. She said, "Particularly, I have always admired the balance she has focused on maintaining in her life even while taking on critical roles in stressful environments."

Valerie Gerst is the Executive Assistant to the Insurance Commissioner and has been working in state government since 1969, allowing a break in service while her daughter was young. She finds her job very rewarding and feels fortunate to have worked most of her career as a political appointee.

She has the ability to find positive

rewards in challenges, and comments, "I enjoy working directly with frustrated people and getting them the help they need or referring them to the person that can help them." She thrives in hectic, noisy environments.

Those environments can wear her down, however, and she makes sure to take care of herself. "I make sure and take time to exercise. If nothing else, I get out and have a quick walk and that helps me put everything in perspective." She also gardens, reads, and stays active in her church and community.

When asked to define wellness, Valerie reflects, "I think wellness has a lot to do with balance in my life...balance is having a healthy lifestyle, good friends, and close family and extended family."

Thank you, Valerie, for the example you set, for showing that wellness doesn't have to be an enormous task. You are an inspiration to those of us seeking consistent and effective wellness practices to incorporate into our lives.

Finding a Mentor: Tips for Success

By Kindra Benavidez

In recent issues of the *InterAct* we have explored establishing a personal vision and how to develop an action plan for achieving your vision. Having a mentor can enhance your professional growth and lead you closer to your personal vision.

Mentors can help you develop specific skills, thought processes, and behaviors that you identify as personal goals. Such relationships can be time limited and focused, or ongoing based on the arrangements you make with a mentor.

I recently discussed the topic of mentoring with Tonia Sugarman, program administrator for the DSHS Division of Vocational Rehabilitation Leadership Development and Mentoring Program. Tonia offers the following tips for finding a mentor:

1. Set your criteria for what skills you want to learn from a mentor. Identify the most important skills you want a potential mentor to possess.

2. Identify where you can find a

suitable mentor. Good sources of mentors include your management team or teams from other parts of your agency.

3. Contact the mentor. When you contact a possible mentor, be polite and briefly introduce yourself and your goals. Explain how you were referred to them and request permission to ask questions and advice.

4. Ask to set up a meeting. At the meeting, first ask about the person and their professional background and accomplishments. Then tell them about your career goals and background.

5. Don't be afraid to approach someone simply because they are busy. No matter how limited their time, most successful people are genuinely interested in helping others succeed.

6. Thank the potential mentor. You should follow up with a polite, handwritten letter thanking them for their assistance.

7. When you feel comfortable,

approach the potential mentor to ask them to establish a mentoring relationship with you. Establish a method to monitor your progress toward your goals and how to discuss what you've learned from your mentor.

8. If someone denies your request, thank them graciously. While most people will gladly accept, not everyone is enthusiastic about mentoring. For different reasons, some people often choose not to mentor. After thanking them, underscore the fact that you still want to maintain a strong working relationship, as appropriate.

9. Ask about other opportunities. Once you have made your initial connection with someone, it will be easier for you to contact them again for additional support or guidance. For example, this person may be able to provide you with helpful job hunting strategies or volunteering and "shadowing" opportunities either through the agency where they work or via a friend or business associate.

Tax Tips for 2005

Did you know that you could subscribe to the IRS for 2005 Tax Tips?

Subscribe to Tax Tips to get tips about taxes via e-mail from the IRS each business day during the tax-filing season and periodically throughout the rest of the year. More than 70 Tax Tips will be issued through the April 15 tax deadline.

Tax Tips are brief, to the point, and cover a wide-range of topics including:

- Common errors to avoid when you prepare your tax return.
- Where you can get free tax help.
- How e-file can make filing easier, get you your refund faster, and protect your payments.
- How to file for an extension or amend your return.

--Submitted by Eva Coblentz,
Department of Financial
Institutions

Civil Service Reform: Performance Management

By Connie Riker, Personnel Service Reform Committee Chair

What is all this talk about performance management and how does it affect me? As chair of the ICSEW Personnel Service Reform Committee, this is the question that I have heard the most.

Performance management was incorporated into the Personnel System Reform Act (PSRA) because there is research supporting that an effective performance management system has many benefits: employees are more satisfied, turnover decreases, and productivity increases.

The basic goal of performance management is to show that the agency's strategic plan is linked to each employee's job. It links the organization's objectives with the employee's goals and achievements.

Now, that doesn't sound too bad, does it? However, it appears what is of most concern is the link of performance to pay and other personnel decisions such as salary, lump sum recognition, and layoffs.

It may help to know that before that link can be made, an agency is required to develop, implement, and have approved by the Department of Personnel (DOP) a performance management process that meets predetermined objectives. This is called Performance Management Confirmation.

Performance Management Confirmation is verification from DOP that an organization has the training, communications, and performance management systems in place to ensure valid, fair, and equitable decisions. Organizations must receive confirmation *before* using performance as a factor in compensation or other human resource decisions.

There are 10 areas the organization must address adequately in order to be confirmed. They are:

1. Executive Commitment and Directive.
2. Assessment of Performance Management Status and Resolution.
3. Roles and Responsibilities.
4. Management Accountability.
5. Internal Policies and Procedures.
6. Communication Plan.
7. Performance Management Orientation and Training.
8. Funding Approach for

Performance-Based Compensation.

9. Performance Planning and Appraisal.

10. Monitoring and Measuring Success.

These are outlined on DOP's Web site (<http://hr.dop.wa.gov>) but it may be of interest to learn that most of these elements receive a two to three sentence description. However, the Management Accountability element has over 35 lines of text detailing what is required.

The Management Accountability element is designed to specifically address concerns that individual managers or organizations will abuse the performance management concept. State employees need to know that a number of protections have been put into place to ensure employees are protected.

Performance management is probably one of the most positive aspects of civil service reform for state employees. Documenting the link between your assigned duties and goals with your agency's objectives is enlightening; knowing what is expected of you, how you are doing, what's working well, and what needs to be improved clarifies your successes in your work; and, best of all, once your agency has received Performance Management Confirmation, the possibility of receiving performance-based recognition pay could be great for the pocketbook!

Remember, the link of performance to personnel-related decisions (including pay) was subject to collective bargaining in addition to confirmation by DOP; the collective bargaining agreements as agreed to by the Governor's negotiators and all unions involved do not allow performance to influence pay decisions.

If you have questions about civil service reform, there is a wealth of information on the DOP Web site under the Washington Works link, or contact your human resources office.

If you have suggestions for future articles on civil service reform, please e-mail me at connier@atg.wa.gov.

Don't Get Hooked by a 'Phishing' Scam

Do you receive lots of junk e-mail or pop-up messages from people you don't know? It's no surprise if you do. Internet scammers have a new way to lure unsuspecting victims in providing their personal financial information. They go "phishing."

Phishing is a high-tech scam that uses spam or pop-up messages to deceive you into disclosing your personal and/or financial information.

According to the Federal Trade Commission (FTC), phishers send an e-mail or pop-up message that claims to be from an organization that you deal with, such as your bank.

The message usually says that you need to update or validate your account information. The message directs you to a Web site that looks just like a legitimate organization's site, but it isn't. The purpose of a bogus site is to trick you into divulging your personal information so the operators can steal your identity.

The FTC suggests these tips to help you avoid getting hooked by a phishing scam:

- If you get an e-mail or pop-up message that asks for personal or financial information, do not reply or

click on the link in the message.

- If you are concerned about your account, contact the organization in the e-mail using a telephone number you know to be genuine.

- Don't e-mail personal or financial information.

- Review credit card and bank account statements as soon as you receive them.

- Use anti-virus software and keep it updated.

- A firewall helps make you invisible on the Internet and blocks all communications from unauthorized sources.

- Report suspicious activity to the FTC.

Additional Web Resources

Department of Financial Institutions: www.dfi.wa.gov

NCL Phishing Web site: www.phishinginfo.org/

Identity Theft: www.consumer.gov/theft

--Submitted by Eva Coblentz,
Department of Financial Institutions

--Information provided by the
Federal Trade Commission

Editor's Corner

This area will be used to address letters to the editor, corrections, etc. on an as needed basis. In the meantime, thank you for reading our publication and submitting great articles that affect the lives of state employees.

--Lonnie Peterson, ICSEW Communications Committee Chair

Letter to the Editor

I just wanted to send a quick thank you about the article in the January/February 2005 newsletter. As a state employee and La Leche League leader I really appreciate that you addressed this subject. This is a subject that I feel is often overlooked. My daughter was breastfed for 2 1/2 years and I pumped at work until she was 13 months old. I felt lucky to be able to do this for her and to continue to give her the benefits of breastfeeding while still being a working mom. The advantages for both her and I far outweighed the inconvenience of pumping three times a day. Thank you again for this article. Could you please pass my note on to the author, Julie? I couldn't find her email information.

Thanks again,
Kari Tharreau, WorkFirst Program Specialist
Kent CSO

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